

## **ABSTRACT**

### **JUDICIAL REVIEW OF VIOLENCE IN THE WORKPLACE EXPERIENCED BY WOMEN EMPLOYEES AS A FORM OF DISCRIMINATION**

(xiv+109 pages)

Keywords : Employee, Violence, Discrimination, Human Rights

Laws regarding labours in Indonesia is under the regulation of Act No.13 of 2003 on Manpower. This law covers everything regarding labours including before, during, and after employment. Not only that, but this law is also aimed to give protection to labours, which is a part of their human rights according to Act No.39 of 1999 on Human Rights and on Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Eventhough there has been various law instruments to protect women's right at workplace, each year violence and harrassment in the workplace keeps increasing which is an act of discrimination. This study will analyze the application of legal protection against women employee as an act of discrimination and look for the ideal legal actions that can help minimize the issue. This study is done by using Normative research, with statute approach and analyzed with qualitative method. Eventhough an effort has been done to stop discrimination against women with the ratification of CEDAW, the result of this study shows that patriarchy culture is still strong in the modern society and it is considered normal to harrass women whether it's verbally or physically. There is a lot of efforts that can be done by the government to minimize this issue such as validating the bill of annihilation of Sexual Assault (RUU PKS) and the ratification ILO Convention Number 190 on Violence and Harrassment in the World of Work.. As a member of the International Labor Organization, Indonesia is obliged to ratified any conventions that protect every employee's well being which is also a part of Indonesia's commitment to CEDAW's committee.

References : 90 (1988-2019)